

WJHG - TV & WECP - LD
EEO PUBLIC FILE REPORT
October 1, 2019 - September 30, 2020

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Account Executive/Media Sales	1, 2, 3, 4, 6, 7, 8, 9, 10 11, 12, 13, 14, 15, 16	13
Traffic/Media Coordinator	1, 2, 3, 4, 6, 7, 8, 9, 10 11, 12, 14, 15, 16	14
Director/Technical Media Producer #1	1, 2, 3, 4, 6, 7, 8, 9, 10 11, 12, 13, 15, 16	4
Director/Technical Media Producer #2	1, 2, 3, 4, 6, 7, 8, 9, 10 11, 12, 13, 15, 16	13
Producer/Web Producer #1	1, 2, 3, 4, 6, 7, 8, 9, 10 11, 12, 15, 16	4
Sports Anchor/MMJ	1, 2, 3, 4, 6, 7, 8, 9, 10 11, 12, 14, 15, 16, 17	16
Director/Technical Media Producer #3 and #4	1, 2, 3, 4, 6, 7, 8, 9, 10 11, 12, 13, 15, 16	15, 15
Producer/Web Producer #2	1, 2, 3, 4, 6, 7, 8, 9, 10 11, 12, 13, 15, 16, 17	4
Multi-Media Journalist	1, 2, 3, 4, 6, 7, 8, 9, 10 11, 12, 13, 15, 16, 17	4
Director/Technical Media Producer # 3	1, 2, 3, 4, 6, 7, 8, 9, 10 11, 12, 13, 15, 16	13

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Gulf Coast State College 5230 W US Hwy 98 Panama City, FL 32401 James Baxley jbaxley@gulfcoast.edu Kim Hoyt khoyt@gulfcoast.edu	Y	0
2	National Assoc. of Hispanic Journalists Rebecca Aguilar aguilar.thereporter@yahoo.com	N	0
3	University of Florida 114 Stadium West, Gainesville, FL 32611 Alex Wilkerson pwilkerson@jou.ufl.edu Katrice Graham KGraham@jou.ufl.edu	N	2
4	Station Website www.wjhg.com	N	43
5	WJHG TV In House Referral 8195 Front Beach Road Panama City Beach, FL 32407	N	0
6	Chipola College 3094 Indian Circle, Marianna, FL 32446 Royce Reagan ReaganR@Chipola.Edu	N	0
7	University of Central Florida, Nicholson School of Communication 4000 Central FL Blvd, Orlando, FL 32816 Communications@UCF.edu Kayonne Riley Kayonne.riley@wucf.com	N	0
8	Gray TV Intra-Company jobs@gray.tv	N	0
9	Alabama State University, P.O. Box 271, Montgomery, AL 36101 Dr. A. David Communitatio dokeowo@alasu.edu Dept. of Communications	Y	0
10	Career Development & Resource Center, Naval Support Activity, Panama City Beach, FL 32407 Alicia Winters alicia.winters.ctr@navy.mil	N	0
11	Career Source Gulf Coast 625 Highway 231, Panama City, FL 32405 MerrittR@workforcecenter.org	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
12	Bay County NAACP Nancy Vietor evietor@woh.rr.com	Y	0
13	Employee referral WJHG TV 8195 Beachfront Road Panama City Beach, FL 32407	N	12
14	Non-employee referral		3
15	Indeed.com jobs@gray.tv	N	22
16	University of Alabama WVUA Steve Diorio sdiorio@wvua23.com	N	1
17	University of Missouri recruitment trip		11
Total No. of Interviewees Referred by Recruitment Sources:			94

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1.	Participate in job fair	February 1, 2020 - WJHG took part in the 33 rd Annual Bay County Job Fair hosted by Career Source Gulf Coast at Gulf Coast State College Panama City, FL. This is the largest job fair in Bay County, attracting hundreds of job seekers from the local community and providing early access for veterans and transitioning service members. VP/General Manager and Promotion/Program Manager were available at the Job Fair to visit with attendees about current station job openings and job opportunities in broadcasting.
2.	Participate in events or programs sponsored by educational institutions relating to careers in broadcasting	February 20-21, 2020 – WJHG/WECP News Director traveled to the University of Florida in Gainesville to serve on the UF College of Journalism Telecommunications Advisory Board. In this role, she helps advise the college Dean and other leaders on the direction of the Telecommunications-News program at UF. She also works directly with students, critiquing their work, offering advice and tips to help them find jobs in the field of Broadcasting. She works with students individually where she evaluates their news stories, offers suggestions, and teaches tips that will help them with their first job. She also uses this opportunity to interview and recruit students. Students were interviewed for career opportunities in the WJHG News Department. Information was also shared with students about careers in the television industry.
3.	Participate in events or programs sponsored by educational institutions relating to careers in broadcasting	February 27, 2020 – WJHG News Director traveled to Columbia, MO to meet and conduct interviews with University of Missouri students seeking jobs in broadcast journalism. News Director was able to spend time with students, advising and interviewing for current openings at WJHG and WECP Panama City. She also discussed jobs available in the broadcast industry.
4.	Participate in events or programs sponsored by educational institutions relating to careers in broadcasting	October 26, 2019 - WJHG meteorologists spoke at a student weathercasting workshop hosted by Florida State University Meteorology Department in Tallahassee, FL. They worked directly with students in the meteorology department who, upon graduation, will be seeking employment in broadcast meteorology.

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5.	Participate in events or programs sponsored by educational institutions relating to careers in broadcasting	October 23, 2019 - WJHG meteorologists spoke to students at Chipola College in Marianna, Florida. They shared the experience of working as a meteorologist during Hurricane Michael and what science courses would be most help and necessary to obtain a degree in meteorology and atmospheric science.
6.	Participate in events or programs sponsored by educational institutions relating to careers in broadcasting	October 12, 2019 - WJHG meteorologists hosted a storm spotter clinic at Florida State University Panama City Campus. Spoke with students at the college about careers in meteorology. Covered forecasting, radar interpretation and a broad understanding of weather basics.
7.	Internship Program	<p>Internship #1 – January 20-March 13, 2020 – Gulf Coast State College student interned with the WJHG newsroom, with a main concentration in producing. The intern was able to get experience on show stacking, story selection, timing a show, and writing. She was able to practice writing news scripts and she also learned about digital, specifically posting stories to web and social. She also got some experience working with reporters on how to put a story together, edit, and go live. The intern was supervised by WJHG Assistant News Director.</p> <p>Internship #2 – February 11-March 13,2020 – Gulf Coast State College student interned with the WJHG newsroom, with a main concentration on working with sports. He was able to shadow with the sports department on shoot, learning about videography, editing, and writing. He also worked alongside producers learning about how to stack shows, write, pull content from feeds, and put content on our digital platforms. The intern was supervised by WJHG Assistant News Director.</p> <p>Both internships ended prior to scheduled date due to COVID-19.</p>
8.	On going training.	July 9 - August 4, 2020 – WJHG General Manager participated in a training series “Foundations in Diversity, Equity and Inclusion” from Adaway Consulting, a program developed for Gray Television. Item covered in this training include: how biases influence interaction and decision making and ways to mitigate them, how to identify and avoid implicit bias and microaggression in media, how to champion equity and inclusion, handling conflict, how to avoid common faux pas made regarding: gendered language, race, class and ability, how to apologize effectively.